DOCUMENT RESUME

ED 277 874 CE 046 137

TITLE	European Conference 'Training, Employment and Integration of Disabled Persons' (Berlin, West Germany, June 19-20, 1985).
INSTITUTION	European Centre for the Development of Vocational Training, Berlin (West Germany).
REPORT NO	ISBN-92-825-6319-7
PUB DATE	86
NOTE	61p.
AVAILABLE FROM	European Community Information Service, 2100 M Street, NW, Suite 707, Washington, DC 20037 ($4.00).
PUB TYPE	Collected Works - Conference Proceedings (021) -- Viewpoints (120) -- Reports - Descriptive (141)
EDRS PRICE	MF01/PC03 Plus Postage.
DESCRIPTORS	Career Education; Conference Proceedings; Developed Nations; *Disabilities; *Education Work Relationship; Employment; Foreign Countries; *Job Placement; Social Integration; *Vocational Education; *Vocational Rehabilitation

ABSTRACT

This report summarizes contributions, discussions, results, and proposals from a conference focusing on the social and economic integration of the disabled. Introductory materials include the conference objectives and summaries of the opening, words of greeting, and introduction to conference objectives by Ernst Piehl, Henry Scicluna, and Tina Bertzeletou. Summaries are then given of the following presentations: "Vocational Training and Employment of the Disabled: A Community Approach" (Patrick Daunt); "Handynet: A Data Bank to Serve the Community" (Patrick Daunt); "The European Community Network of Rehabilitation Centres: Organization and Working Methods, Achievement, and Perspectives" (Ib Bjerring Nielsen); and "The District Programme for the Social Integration of the Disabled: Goals, Working Methods, Achievements, and Perspectives" (Jorgen Schneider). Papers of the following working groups are then provided: Vocational Training and Paid Employment (Pierre Olivier), Vocational Training and "Alternative" Forms of Employment (Alberto Valentini), and Placement and Employment (Andre Storm). Findings of the three working groups follow. Other contents include conclusions, ideas for future CEDEFOP (European Centre for the Development of Vocational Training) activity, and final remarks. Lists of participants and working group members are appended. (YLB)

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CEDEFOP Document

European conference 'Training, employment and integration of disabled persons'

European Centre for the Development of Vocational Training

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CEDEFOP Document

European conference
'Training, employment and integration of disabled persons'

Jan Albers, Director of the
Centrum Beroepsopleidingen 'Hoensbroek'
Hoensbroek/Netherlands

First Edition, Berlin 1986

Published by:

CEDEFOP — European Centre for the Development of Vocational Training,
Bundesallee 22, **D-1000 Berlin 15**
Tel. (0 30) 88 41 20 Telex 184 163 eucen d

The Centre was established by Regulation (EEC) No 337/75 of the Council of the European Communities.

This publication is also available in

DE ISBN 92-825-6318-9
FR ISBN 92-825-6320-0

Cataloguing data can be found at the end of this publication

Luxembourg: Office for Official Publications of the European Communities, 1986

ISBN 92-825-6319-7

Catalogue number: HX-46-86-363-EN-C

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Printed in Belgium

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1. Introduction

The conference entitled "Training, Employment, and Integration of Disabled Persons" was held in Berlin on 19 and 20 June 1985. It was the first conference organized by CEDEFOP on this theme.

Impressions gained from the meeting are presented in this report, which summarizes conference contributions, discussions, results, and proposals.

This report would not have been possible without the kind assistance provided by the rapporteurs of the working groups. Special thanks go to Pierre Olivier, Professor Alberto Valentini, and Professor André Storm for their support.

Thanks are also due to CEDEFOP as the organizer and the EC Commission's "Bureau for Action in Favour of Disabled People". Tina Bertzeletou, a CEDEFOP staff member, was responsible for supervising preparations and running the conference.

2. Conference Objectives

The conference was organized by CEDEFOP in collaboration with the EC Commission's "Bureau for Action in Favour of Disabled People". In particular, representatives of employers' and employees' organizations in the individual Member States of the European Communities were invited to attend.

The main objectives of the conference were:

- to inform the social partners management and labour about the work being done by CEDEFOP and the above-mentioned EC bureau and also - together with the social partners, the Commission, its staff, and CEDEFOP - to determine what contributions the Commission and CEDEFOP can make towards promoting the social and economic integration of the disabled.

- Because occupational integration is a prerequisite for social integration, CEDEFOP decided to focus conference activity on the training and employment of the disabled.
  However, the conference was not intended to deal solely with traditional forms of employment (e.g. work for wages) but in addition possible "alternative" forms of employment were also to be studied and discussed.

- By organizing this conference, CEDEFOP was working towards more detailed guidelines for its future work concerning the occupational integration of the disabled, taking into account today's difficult economic situation.

Some of the important reasons for choosing this conference theme can be seen in the simple fact that a process of readjustment is taking place in the labour market, in the relatively high unemployment rate of disabled persons, in the urgent need to find a new occupational orientation, and in the effects such factors have on training for the disabled.

Co-operation between the training and education system and the working world is more important than ever, and here the social partners - employers and employees - can make a decisive contribution. Furthermore, the lack of employment opportunities makes innovations in the area of employment necessary - and this also includes "alternative" forms of employment.

The conference was organized within the framework of the Council Resolution of the representatives of the governments of the Member States of the European Communities, meeting within the Council of 21 December 1981 on the social integration of handicapped people.
In addition, the conference was guided by the 1983 "Convention concerning vocational rehabilitation and employment (disabled persons)" of the International Labour Organization (ILO), which describes the role played by employer and employee organizations with respect to the vocational re-integration of disabled people. Finally, with regard to its timing and subject matter the conference was also to be seen in the light of the United Nations Decade of Disabled Persons 1983-1992.

Concerning the definition of concepts in connection with the conference, the International Labour Organization's definition of disability was used. According to the ILO, any person whose prospects of finding employment, keeping a job, and advancing in his chosen occupation are diminished due to a a recognized physical or mental handicap is to be considered "disabled". Within this framework the conference, in keeping with its theme, concentrated on that group of disabled persons capable of being integrated in the areas of vocational training and employment.

The above-mentioned guidelines and objectives of the conference were formulated by Tina Bertzeletou in a preliminary conference document.

3. Introductory Reports

3.1. Opening, Words of Greeting, Introduction to Conference Objectives

The conference was opened on 19 June 1985 by CEDEFOP Director Ernst Piehl.
After greeting the participants, he briefly explained the tasks assigned to CEDEFOP, which can be summarized as follows:

1. Improving the flow of information on questions of vocational training across the borders of the individual Member States of the European Communities;

2. Serving as a documentation centre in the area of vocational training (and also possible development into a European data bank at some time in the future);

3. Serving as a forum for experts on vocational training (exchange of experience and of views)

4. Serving as a platform for the social partners on vocational training issues;

5. Functioning as a supporting organ of the Commission of the European Communities (in the sense of doing preliminary work dealing with problems in the area of vocational training).

Henry Scicluna, Council of Europe representative, pointed out that, already shortly after it was founded, the Council of Europe was intensely concerned with questions on the rehabilitation of disabled persons. The Council of Europe developed a number of principles and guidelines on this subject for the purpose of improved co-operation.

Mr. Scicluna emphasized the need to arrive at reliable data, figures, and statistics concerning work with the disabled and pointed out the difficulties involved in defining disabilities. He stated that the search for new solutions was of fundamental importance for solving integration problems.

Tina Bertzeletou, the CEDEFOP staff member responsible for organizing the conference, provided a more detailed introduction to the conference objectives.
She stressed the significant role that employers and employees can play in overcoming the difficulties encountered in connection with the integration of disabled people.
She stated that not only publicly financed measures - at national and at international level - were important, but also co-operation by the social partners in this area.

Since CEDEFOP has only been concerned with the general theme "integration of disabled persons into working and social life" for a relatively short time, in Mrs. Bertzeletou's opinion it would be of decisive importance for ideas from this conference to lead to a future CEDEFOP action programme.

3.2. Vocational Training and Employment of the Disabled: A Community Approach

Patrick Daunt,
head of the EC Commission's Bureau for Action in Favour of Disabled People.

The framework for the EC Commission's present work concerning the integration of disabled persons into society is defined in the Community's action programme to promote the social and economic integration of disabled people.
In May 1982 the Commission established its own office for the purpose of implementing this action programme, which was adopted by the Council and representatives of the governments of the Member States on 21 December 1981.

The action programme currently in effect runs until May 1987 and includes a number of distinct but interrelated activities. Three main elements/objectives of the programme should be mentioned here and discussed in greater detail:

1. Setting up a broad-based information system.

   For this purpose the Commission has created an information network - Handynet - which will be described in greater detail in Chapter 3.3.

2. Promoting an exchange of experience, for which purpose various instruments have been developed. These include:

- The European Community Network of Rehabilitation Centres. This network has been functioning for almost ten years and also

helps provide new impulses for the development of policy at Community level concerning the integration of disabled persons (see also Chapter 3.4.).

- the network of European Community District Projects.
  An essential objective of a district project is problem-solving at local/regional level and the co-ordination of improved co-operation among the persons and agencies concerned with the integration of disabled persons (see also Chapter 3.5.).

- the allocation of financial resources - e.g. to non-governmental organizations (N.G.O.s) - for the purpose of carrying out special projects (for example, to promote European co-operation, innovations, etc.)

3. Promoting political initiatives

   One example of such an initiative is the recommendation of the Commission of the European Communities concerning the employment of disabled persons, which will probably be submitted to the Council in the fall of 1985.

The speaker stressed that the Commission regards its work as being basically concerned with all types of disabilities, but within the framework of the internationally accepted definitions of disability in the strict sense of the word. This qualification is important in the light of changing views on how to define the disadvantaged as such, or the fringe groups of our society.
Commission policy in this area aims at integrating the disabled into some form of productive work.
In this connection leisure-time occupations for the disabled are still considered important, but are not regarded as an independent policy goal.

Since the economic situation has resulted in a narrowing of employment opportunities for the disabled, a primary concern should be the rapid development of a strategy that can check the present negative trend. Here it is important for the public authorities and the social partners management and labour to work together closely, accept their responsibility for integrating the disabled into working and social life, and act accordingly. Developing such a strategy requires, among other things:

- new methods of training;
- the elimination of barriers;
- creation of information systems dealing with training and employment opportunities for disabled persons;
- education of the general public in order to change the way the disabled are treated;
- participation by disabled persons themselves.

In closing, the speaker, as representative of the Commission of the European Communities, expressed the hope that this first CEDEFOP conference with "integration of disabled persons" as its theme would not only provide important impulses for CEDEFOP's work, but would also lead to new ideas for political initiatives at EC level and in the Member States.

3.3. Handynet: A Data Bank to Serve the Community

Patrick Daunt
(representing Danielle Rimbert,
expert of the EC Commission).

The purpose of the Handynet project is to create a computerized network at Community level in order to exchange information among institutions, occupational groups, and voluntary organizations that is of interest to all.
A significant aspect in the development of Handynet is decentralized collection and dissemination of information.

For the realization of this project a number of prerequisites must be fulfilled, including:
- developing and using a multilingual documentation language (Thesaurus);
- developing and using a uniform file layout;
- setting up technical norms with regard to the transmission of sound, text, and images;
- developing easily accessible and uniform procedures.

Step by step all aspects of the social integration of disabled persons are supposed to be covered by Handynet. A beginning was made with several pilot projects on the theme "technical aids for the disabled" in 1984. Further studies and test projects on this theme are planned for 1985/1986. In addition to this, studies/projects on other themes are being carried out under the Handynet system in order to define further requirements for information.
In this connection Mr. Daunt referred in particular to the areas of employment, training, and accessibility of buildings

and transport for the disabled. As an example he described the "Employment" data bank in the United Kingdom, which includes information about technical aids as well as a detailed bibliography and case studies of successful integration.

In the area of information and documentation good co-ordination is the prerequisite for successful work, both at international and at national level. On the Community level Handynet is intended to provide this co-ordination in close collaboration with the "Liason Group on Disability" (= a group of representatives of the governments of the Member States in the EC Commission). Co-operation on the basis of partnership - national and international - is another essential prerequisite for successful development of the Handynet system.

3.4. The European Community Network of Rehabilitation Centres: Organization and Working Methods, Achievements and Perspectives

Ib Bjerring Nielsen,
Headmaster of the 'SAVHA' vocational school in Copenhagen, Denmark

The European Community Network of Rehabilitation Centres was founded in 1975 in accordance with the 1974 Council Resolution on Vocational Rehabilitation.
The association is an operational group and currently has thirty member institutions - one in Luxemburg and between two and five centres in each of the other Member States.
The centres were designated by the respective governments of the Member States.
With regard to the tasks they perform, the participating centres include both those for medical and vocational rehabilitation (specialized centres which work only with the disabled) and also "normal" facilities which provide training for both able-bodied and disabled persons.
Later it was decided that the Federal Republic of Germany would be represented by the respective working groups that have already been established there for various types of rehabilitation facilities.
The structure of the Network is not representative of the various types of disabilities with which the rehabilitation work is concerned.

During the first operational period - from 1975 to 1980 - priority was accorded to providing members with comprehensive information about the rehabilitation systems that have been set up in the respective countries. A number of study visits were arranged for this purpose. As a result of these visits, it was possible for those concerned to apply what was learned from good examples to their own institutions - completely, in part, or in modified form.
The members worked together in various groups to draw up guidelines on different themes such as occupational choice

and work experience, the training of trainers, the training of placement personnel, managerial staff in the area of rehabilitation, or guidelines for multidisciplinary co-operation. To some extent the activity of individual members has made it possible to disseminate the knowledge gained from this work outside the Network as well.

An important event during the second working period was the integration of Greek rehabilitation facilities into the Network.
At the same time a structure was developed that made it possible to concentrate on developing special rehabilitation themes; in this connection, greater emphasis was placed on disseminating findings beyond the association.

The main features of this structure are:

1. Plenary sessions of the Network to decide on work plans (annual/semiannual);

2. Working group activities.
   In 1983/1984 three groups dealt with the general theme "making the transition from training to employment". The reports by these groups provided important basic documents for the seminar held in Brussels in March 1984 on the subject of "employment".
   In addition to this, within the framework of the association Pierre Olivier prepared a study (1) with the support of members from the respective working groups.
   A multilingual group of a permanent nature is concerned with the publication and dissemination of information. An important resource in carrying out this task is the Network's newsletter, which has been appearing quarterly since its first issue was published in 1984.

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(1) "Analysis of current needs and of initiatives already taken to adapt the vocational training of disabled young people to today's employment situation"

3. Study visits (by small groups) continue to be a very valuable instrument, especially since the objectives of such visits are often quite specific.
4. Study visits by individuals during which one or two staff members from a rehabilitation centre familiarize themselves thoroughly with the methods, techniques, or procedures used by the host institution.
5. Seminars on special subjects - sometimes combined with plenary or working group meetings - in one of the Member States, with the host country presenting its respective rehabilitation system.

In the future the goal is broader dissemination of the experience and professional competence gained through such work. This applies not only to the agencies and organizations concerned with rehabilitation in the Member States that are not members of the Network, but also to new Member States and perhaps to the developing countries as well.

3.5. The District Programme for the Social Integration of the Disabled: Goals, Working Methods, Achievements, and Perspectives

Dr. Jorgen Schneider,
Head of the Berlin-Spandau District Project (representing Claudine van Lierde, head of the INTERACT team at the Commission of the European Communities).

The district programme is part of the EC Commission's action programme to promote the social and economic integration of disabled people adopted by the Council on 21 December 1981.

The district programme includes a network of 16 projects in the ten Member States.
Some of the criteria for the selection of the respective regions where such projects are carried out were:

- the number of inhabitants (between 100 000 and 300 000)

- an average supply of economic resources along with the social conditions these entail.

The selection criteria help make comparisons possible between certain aspects of the individual projects.

The purpose of the district programme is promoting the integration of disabled persons into society, taking all relevant aspects into account (school, training, work, leisure time, housing, etc.).
Such projects aim not only at improving the kinds of support available to the disabled, but also at increasing the acceptance of disabled persons by the general public.

The working methods employed in the District Projects are as follows:

1. The co-ordination and co-operation of all agencies, both public and private, is the central task;

2. Co-operation with the social partners management and labour;

3. Participation by the disabled in planning and implementing the measures;

4. Determination of the needs of the disabled and, if necessary, development of new aids, provisions, and projects;

5. Exchange of information, whereby it becomes possible to learn from the experience of others.

The organizational structure of the respective projects differs considerably. However, there is a project team in all cases, often an advisory committee in addition (where administrative authorities, institutions, organizations for the disabled, etc. are represented), and there are almost always individual working groups (on specific themes).

All the projects include evaluators.
Different points of main effort have been established in the respective districts.
Therefore the results achieved thus far also differ from district to district.
At first all the projects required a certain start-up period. After this the co-ordination work within the projects took on a more concrete form. The goal in this case is making the co-ordination and co-operation process so independent that it can be continued even after the project has ended.

As to the future, the intention is to formulate recommendations on the basis of the experience gained. In this connection it will be essential to establish a firm structure for the co-ordination of all integration efforts. A continued exchange of

information at European level will also be important, whereby developments with regard to "co-operatives" and other "alternative" forms of employment for the disabled, for example, will also be of interest.

4. Introduction to the Activities of the Working Groups

4.1. Working Group 1: Vocational Training and Paid Employment

Pierre Olivier,
director of the Centre for Vocational and Functional Re-integration in Nanteau-sur-Lunain.

For years now the labour market situation in all the Member States has been characterized by extremely high unemployment, which has not only had painful consequences for the economy as a whole, but also for individuals.
In 1983/1984 the EC Commission chose me to conduct a study which was carried out in part with the assistance of the Network of Rehabilitation Centres. Its title was: "Analysis of current needs and of initiatives already taken to adapt the vocational training of disabled young people to today's employment situation". During the course of this study it became clear that the present lack of jobs is not a temporary problem, but rather a new economic reality of a more permanent nature. At such a time - when full employment is lacking - everyone finds it difficult to cope with the demands presented by the choice of an occupation, (continuous) training, and the search for employment. This is even more true for the disabled.

The disabled, as defined in detail by the International Labour Organization (ILO), represent the target groups which are the subject of our work and of this conference.

It should be pointed out, however, that the structure of the economy and the current economic situation also lead to disabilities of a different nature and create a new type of disabled person, who is socially disabled. Those who are not able to keep their place in the work process due to technological changes in combination with personal factors and mental or physical demands can be referred to as the "technologically" disabled. This group will grow rapidly and be competing with the physically and mentally handicapped on the labour market.

As far as the target groups for our work are concerned, it is possible to differentiate among three larger groups of the disabled:

- Disabled persons who are employed in a protected area such as a sheltered workshop.
  In this case it is important that such persons have appropriate training opportunities available to them, so that they will also be able to find employment on the open labour market if the occasion arises.

- Disabled persons who can be "reclaimed" for the open labour market through special measures.
  In order to achieve this, however, new training methods are required that differ radically from the traditional forms of vocational training with their predominantly school-oriented approach.

- Disabled persons who are capable of holding a regular job.
  For this group qualified vocational training is the prerequisite for integration.

At this stage of the discussion three points should be considered:

1. It is very important for the disabled that their potential be determined - through multidisciplinary co-operation - by employing appropriate instruments with regard to occupational choice and work experience. New perspectives should be opened up by this means, and how these perspectives can be realized (e.g. through training) should be indicated.

2. To have any chance at all for integration, many disabled people need to begin by raising their basic educational level, for their basic knowledge in the area of general education is often incomplete. Such gaps need to be filled before any specialized training is even possible.

3. Co-ordination between training institutions and the business sector should be improved. The social partners could play an important role in this respect.
   In addition, goal-setting and planning in business firms are often too short-range as far as training is concerned.

New approaches should also be sought with regard to training itself, for example employing modular systems in the area of instruction, making provision for practical training courses in business enterprises, ergonomic workplace design, improved co-operation between industrial doctors and rehabilitation centres, etc.

The quality of the training could be improved further, for example, by a system for continuous further training of trainers, by concluding contracts of limited duration with specialists from various firms, etc.

Updated legal provisions - the introduction of quota systems, for example - could also help improve the integration of disabled persons.

4.2. Working Group 2:
Vocational Training and "Alternative" Forms of Employment

Professor Alberto Valentini,
representative of the ACLI (1), Secretary-General of the IREF (2), and lecturer on social statistics at the University of Rome.

It is often observed that Europe is less able to compete effectively than the United States or Japan. Today we live in a post-industrial society with high unemployment, and a new poverty has developed.

Three typical phenomena can be identified in this connection:

1. the search for an improved quality of life;
2. greater interest in the needs of individuals;
3. the need to keep certain groups from being forced to the fringes of our society.

Work is a good instrument to help solve such social problems, but work itself is becoming increasingly scarce.
It will therefore certainly be very difficult to integrate all the disabled into working life. In this connection it is important to see the disabled in the context of all fringe groups, but not to overlook the fact that, taken as a group, they have special requirements.

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(1) ACLI = Associazioni Cristiano Lavoratori Italiani

(2) IREF = Istituto Ricerche Educative e Formative

A convenient classification of such problems will not help us in the future; instead, the overall social context must be taken into account.

Various solutions (which must always be viewed in relation to other factors, however) are possible, and flexible responses are necessary.
Five possibilities for "alternative" forms of employment will be proposed here, namely:

1. "Integrated mutual benefit associations" (co-operatives).
   The co-operatives in question are only liable to a limited extent and are not profit-oriented.
   On an average, in Italy just under 60% of those employed in such co-operatives are disabled, and of these over 60% are mentally handicapped. The percentage of co-operatives that shows a positive balance - in the economic sense - is also 60%.

2. "Mutual benefit associations based on solidarity" ("solidary" co-operatives).
   The role that this type of co-operative plays in mediating between the needs of the disabled on the one hand and administrative authorities/the community on the other hand is an important one.

3. Craft workshops.
   These workshops operate under "sheltered" conditions and should be considered a kind of self-help. They are usually not fully productive, but it is possible to integrate the disabled persons working there.
   Such workshops often operate as businesses in the centre of a city or in a neighbourhood and are open to the public.

4. Socially useful work.
   Such work is available to disabled persons who are not in a position to work all year round (a minimum of 200 days). In

many cases this applies to the mentally handicapped or to alcoholics.
The work performed can be of many different kinds, such as street cleaning, gardening work (in public parks), working in homes for the aged, etc.

5. Groups for readaptation.
   This structure is intended for disabled persons who cannot yet be integrated into other groups. They are often set up for the mentally handicapped and the emotionally disturbed, and in many cases disabled young people need to belong to a group of this type as a preliminary step to participating in further integration measures.

"Alternative" forms of employment are characterized by three constant elements:

1. the greatest possible amount of autonomy with regard to the work routine;
2. autonomy linked to social independence;
3. the greatest possible amount of autonomy in relation to the labour market.

The new technology is of great significance for the employment of disabled persons in the future. Its consequences for the labour market are not only negative; it also offers new opportunities, which include "alternative" forms of employment (out-work, home-based computer work, etc.).

As guidelines for the future - in the longer term - the following demands could be made:

1. Improving information and documentation and promoting an international exchange of experience;

2. promoting new structures and projects;

3. creating jobs in connection with new forms of self-management;

4. amending existing legislation in the light of the goals set for the integration of the disabled;

5. promoting further training for trainers;

6. rethinking the approaches taken in occupational counselling and job placement.

4.3. Working Group 3
Placement and Employment

Professor André Storm,
"Rehabilitation International"/
European secretariat - Charleroi.

Every day we learn from the mass media that our society is being subjected to revolutionary changes.
While this restructuring process is taking place, we should be particularly concerned about the position that the disabled will occupy in our society of the future.
What questions will confront us as a result of technological progress, and what answers do we have to them?

Does the new technology mean integration or exclusion for the disabled?
The limits or restrictions imposed by a handicap could be partly or completely overcome through the introduction of new technologies.
In this respect the new technology offers a unique opportunity for the disabled.
Therefore it is necessary to orient research more strongly toward the development of technical aids and new types of work for the disabled than has been done in the past. To accomplish this, it is also necessary for the social partners to play an active role.

The employment of the disabled in the year 2000 will require:

1. Information;
2. Major efforts in the area of training so that this segment of the population can acquire the skills it needs to compete on the labour market.

Today looking for work entails great difficulties. For example, if we compare the integration opportunities of a disabled older woman who lives in a rural area and has a relatively low educational level with those of a young man from an area of industrial concentration who has completed a higher education, the problems that confront us immediately become clear.

With regard to the integration of the disabled, it is very important that this group be provided with support during the entire rehabilitation process.
There are three basic reasons for helping the disabled find employment.

1. A humanitarian interest: Every human being wants to be part of the community, to live together with others.
2. A social interest: The re-integration of a disabled person makes it possible for him to participate in the production process again.
3. A financial interest: After successful re-integration the disabled person again pays taxes, social insurance contributions, etc.

Vocational re-integration should be based on the principle that the physically or mentally handicapped person is not necessarily also disabled in the occupational sense.

Employment opportunities for the disabled are available:

1. In private enterprise.
   Here a number of promotion measures are possible, both measures affecting individuals and collective ones.

Measures that apply to individuals might include:
- financial aid;
- improvement of workplaces;
- reducing pay to the respective level of performance;
- special technical aids for work, etc.

Some collective measures that should be mentioned are:
- compulsory employment of the disabled (e.g. a quota system);
- reservation of certain tasks for the disabled;
- job creation programmes, etc.

2. In the area of "sheltered" employment.
   This includes work in "sheltered" workshops, but also jobs that are reserved for disabled persons and positions which serve as "protected" workplaces (e.g. enclaves in business enterprises).
   The so-called co-operatives should also be included in this area.

3. As "out-work".
   The persons who do such work often find it very difficult to leave their place of residence because of their disabilities. However, other reasons for working at home, such as geographical location, are also conceivable.
   The work is supplied by business enterprises, public authorities, or other organizations. It should be useful work, and the disabled should be integrated into the social security system.

When disabled people are provided with work, it is important that a synthesis of various factors be achieved, namely a synthesis of knowledge, skills, adaptive abilities, and behavioural patterns.

During its discussions this working group should also consider the respective views of and positions taken by employer and employee associations, the communities, the regions and the individual countries, the Commission of the European Communities, the Council of Europe, the OECD, the UNO, and other organizations.

5. Findings of the Working Groups

5.1. Working Group 1:

Vocational Training and Paid Employment.
Chaired by: Armand Maron - Belgium
Report by: Pierre Olivier - France.

1. With regard to defining the disabled, the working group based its discussions on the definitions of the World Health Organization (WHO) and the International Labour Organization (ILO).

2. In addition, the theme assigned to the group further limited its discussions. In keeping with this theme, only the disabled who are to be integrated into the working world were discussed. Most of the Member State statistics also cover this group.
   In terms of figures, about 8% to 9% of those living in the EC countries are disabled - although it should be noted here that not all handicapped persons are included in the statistics.

3. The period of transition from school to working life is a very decisive phase in the integration process.
   The social partners management and labour could assist young people in what is - for them - a difficult transition.
   In some Member States fruitful steps are being taken toward providing assistance during this period.
   For example, at the time schooling is completed practical training courses should be conducted in business enterprises - some of them providing experience with different kinds of work - so that the transition from school to working life is less abrupt.
   More studies and research should be devoted to this theme.

   In this connection it is important to expand the role played by the vocational guidance counsellor as well as to increase the training provided to such individuals. This, however, requires efforts by the public authorities.

The transition from school to working life should be simplified.
The consequences of being disabled should be minimized by making business enterprises more accessible to the handicapped. In concrete terms, this means improving the ability of enterprises to accommodate disabled workers (by better preparing trainers and providing government assistance to employers) and making the enterprises themselves more accessible to the disabled (adaptation of workplaces to their needs, a better psychological climate, etc.)

For the integration of the disabled into working life, it is important that all those concerned co-operate - the disabled themselves, the social partners, trainers, enterprises, and public authorities - and that all relevant aspects be co-ordinated.

4. The dialogue between the social partners and the state should also include the question of vocational training in order to facilitate the integration of the disabled.
The working group spent a considerable amount of time discussing the question of training.
Vocational training is organized differently in the respective Member States. Responsibility for such training also varies, and can rest with the government, the enterprises, the social insurance institutions, or the disabled themselves.

Training should be oriented towards the labour market: In order to accomplish this, increased and improved contacts between training facilities/centres and the enterprises are necessary.

As the new technologies gain in influence, it is important to look at them matter-of-factly and consider their effects on the labour market and thereby on the integration of the disabled.
Traditional workplaces will give way to new ones. Sometimes the introduction of new technologies will have a clearly

negative effect on the employment situation, but new opportunities will also be created.
In any case these new technologies will lead to far-reaching changes in the area of training.
The training centres should be prepared for such changes.

Training itself should be flexible in order to ensure mobility and adaptability on the part of the disabled persons trained. Technical innovations should be incorporated into the training. The new technology must be taken into consideration:

- when the subject matter of training courses is being determined;
- when communication aids for the disabled are being developed;
- when teaching aids are employed (e.g. computer-aided instruction).

In addition to this, the behavioural patterns of the disabled should also be a concern of training designed for them, so that the handicapped can be put into a position to control their own lives.

Training should be considered a genuine marketing instrument for the purpose of "selling" its "product" on the labour market, i.e. disabled persons capable of competing for jobs.

5. The social partners should play a supporting role in integration efforts. This support should take the form of co-operation that shows solidarity with the disabled.
The social partners could make a contribution by helping to institutionalize relationships and establish regular contacts at local and national level with regard to vocational training. They could promote the exchange of experience between industry and training centres and help increase the number of openings in practical training courses, as well as supporting "continuous" training, etc.

6. Information is also a key concept in connection with this theme.
   An interactive information system with participation by training centres, the social partners, enterprises, and public authorities would be especially important.
   CEDEFOP could play a role in this area as well.

5.2. Working Group 2:
Vocational Training and "Alternative"
Forms of Employment
Chaired by: Dr. Vincenzo Romano - Italy
Report by: Professor Alberto Valentini - Italy

The discussions of the working group dealt with four points:
- general aspects of the employment situation;
- "alternative" forms of employment;
- training issues;
- guidelines for the future work of CEDEFOP.

1. In general, it can be stated that the economic and social situation in Europe has reached a turning point. Limited financial resources force us to increase productivity. Under these circumstances the disabled person needs special assistance. He desires to - and must be - integrated, both economically and socially.

   Complete integration is not possible for everyone, but the disabled should not be forced to the fringes of society.

   The public authorities must also contribute to overcoming the limitations of the traditional welfare state. Naturally the able-bodied have to be included in this process as well.

   Public welfare organizations (charitable organizations, volunteers, etc.) can also make a valuable contribution to the integration of the disabled - for example, by participating in the search for new forms of employment.

   The fundamental point of departure should be that work exists for the benefit of human beings, and not the other way around.

2. With regard to "alternative" forms of employment, the following aspects should be considered:
   - independent forms of business organization (self-management);
   - the greatest possible amount of autonomy;
   - the many possible types of business undertakings;
   - conceivable models, which include:
     = "integrated mutual benefit associations" (co-operatives);
     = "mutual benefit associations based on solidarity";
     = "sheltered" workshops;
     = social co-operatives;
     = craft workshops;
     = co-operatives for socially useful work;
     = centres for readaptation.

   The new technologies can help simplify work for all people, and thus the work of the disabled in particular.

3. With regard to vocational training, the following aspects should be considered:
   - The restructuring of training programmes is necessary, because they should prepare their participants not only for traditional employment (e.g. work for wages), but also for new forms of employment.
   - Technical and administrative problems must be confronted in connection with new forms of employment.
   - Market research should be carried out systematically.
   - Training should be oriented towards the labour market.
   - Training should be individualized, flexible, and carried out in modules.
   - Helping those who work in public welfare organizations (volunteers) acquire qualifications they need should also be a goal of training.
   - During the training of trainers other subjects such as ability to take the initiative, to perform management functions, etc. should be discussed.

4. The working group considered in detail what CEDEFOP's future role might be. A number of proposals, which have been included in Chapter 6.2., were developed on this subject.

5.3. Working Group 3:
Placement and Employment
Chaired by: Maurice van Onsem - Belgium
Report by: Professor André Storm - Belgium

1. If re-integration into working life is to be improved, all those concerned with this socio-economic process ought to receive appropriate training.
During such training they should be familiarized with the problems of rehabilitation and made more sensitive to various aspects of the working world.

2. Employers should receive financial support when creating workplaces for the disabled. This applies to:
   - the adaptation of workplaces;
   - establishing or creating work tasks and adapting machinery and apparatus;
   - work organization;
   - compensation by the public authorities with regard to pay in case job performance is not profitable for the employer.

3. Compulsory employment (the quota system) should be implemented by means of sanctions. The funds raised by this means should be used for the specific purpose of financing vocational training for the disabled.
The Commission of the European Communities should introduce a code of conduct - signed by the social partners - modelled on the code in the United Kingdom.

   Government subsidies for business enterprises should be linked to the creation of jobs for the disabled.

   With regard to the disabled, the public authorities and, last but not least, the institutions of the European Communities should set a good example when hiring new workers.

If there are placement or adjustment problems with regard to disabled workers, the appropriate persons (industrial doctors) and offices in the enterprises should take job safety into account.

The specialists assigned to help with the placement of disabled persons should be adequately informed about the disabilities concerned and their consequences. They should also know what types of assistance can be granted in connection with the integration of disabled persons. These placement specialists should receive appropriate training.
After disabled people have been placed in jobs, the respective agencies - together with other interested services and the training centres - should observe these persons over a longer period of time so that there can be proper monitoring of how successfully they perform in their new positions.

Concrete forms of part-time work should be developed for those disabled persons who are not able to work full time.

4. The EC Member States and the employer and employee organizations ought to encourage the creation of workshops for the disabled where meaningful paid work is the main goal. Such workshops should also be assigned the task of working continuously toward the permanent vocational rehabilitation of the disabled persons they employ. The 'principle of permeability' - preparing the disabled to make the transition to the regular labour market - should have high priority. Successful cases of integration - helping a disabled worker move from the workshop to the regular labour market - should be rewarded.

   It should be noted in this connection that it is very important to keep the general public informed - not only the disabled themselves should receive information about their rights and employment opportunities.
   Prejudices and behaviour that tends to impede integration must also be overcome.

On the other hand, employers' associations and the trade-unions should pursue a policy which promotes the training and employment of disabled persons in suitable positions, in accordance with the principle of equality.
While pursuing such a policy, they should work together with all appropriate agencies and encourage disabled employees to participate in discussions in the workshops.

5. The new technologies represent a challenge and an opportunity at the same time.
In the battle against (chronic) unemployment, concerted action is necessary to improve the qualifications of workers. Suitable programmes should be developed for this purpose, for example under the auspices of the European Social Fund.

The new technology should also help overcome limitations imposed by disabilities.
Research and development work for this purpose ought to be encouraged, and this could also help to open up new markets.

Information as well as intensive efforts in the area of research and training should help disabled persons acquire adequate qualifications and become competitive on the labour market.

6. Conclusions

6.1 Exchange of Information and Experience

One significant goal of the conference was:

> "to inform the social partners about the work of the EC Commission's Bureau for Action in Favour of Disabled People as well as the work done by CEDEFOP. A further goal was to collaborate with the social partners, the Commission, and CEDEFOP in developing proposals for contributions that the Commission and CEDEFOP might make to promoting the social and economic integration of the disabled" (see also Chapter 2/Objectives).

With regard to the information provided to the social partners about the work of CEDEFOP and of the EC Commission's Bureau for Action in Favour of Disabled People, there can be no doubt that the conference participants found the remarks made on these subjects most enlightening.

Chapter 6.2. provides a summary of important ideas for future CEDEFOP work in this area.
This listing as well as the results of the working group discussions make it clear that this first CEDEFOP conference on the theme "integration of the disabled" was a success.

The subject was approached and the problems involved were discussed with great openness. Introductions provided by experts in the field helped create a fruitful climate for discussion in the individual working groups. The active participation of those in attendance greatly enlivened the exchange of experience, and the mixture of representatives from different groups (the social

partners, rehabilitation experts, representatives of national and international organizations, government representatives, etc.) proved to be especially advantageous.

The theme, the goals set, and the limited time allowed for the conference meant that a great deal of work and considerable discipline were required of the participants.

6.2. Ideas for Future CEDEFOP Activity

A number of suggestions and ideas for future work by CEDEFOP were formulated on the basis of the discussions in the working groups. Both during the presentation of objectives and at the close of the conference, the opinion was expressed that such ideas should lead to a CEDEFOP action programme dealing with the vocational integration of the disabled.

The following specific suggestions were made:

1. CEDEFOP could promote and organize activities in the area of continuous further training, putting special emphasis on taking a multidisciplinary approach.

2. CEDEFOP could further expand its documentation work by also concerning itself in the future with the development of materials and documents dealing with the adaptation of workplaces, the creation of job tasks, the adaptation of machines, and work organization.

3. CEDEFOP could play an important role in disseminating information about the activities of "sheltered" workshops and in providing continuous further training to the staff of such workshops.

4. Within the framework of more extensive activities designed to reach the general public, CEDEFOP could develop a practical guide on the subject of finding employment to assist organizations for the disabled, employer and employee organizations, business firms, and rehabilitation centres.

5. CEDEFOP could promote the exchange of information, experience, and documentation among those concerned with the integration of the disabled into working life.

6. CEDEFOP could encourage research about "alternative" forms of employment.

7. CEDEFOP could encourage relations and contacts between welfare organizations (volunteer organizations, etc.) on the one hand and training centres on the other hand.

8. CEDEFOP could play a role in the development of programmes to provide guidance and technical assistance with regard to creating "alternative" forms of employment (possibly in connection with financial support by the ESF).

9. CEDEFOP could prepare/commission studies of various legal possibilities for "alternative" forms of employment.

10. CEDEFOP could assist in the search for ways to convince government labour market authorities that in the future they should also make provision for "alternative" forms of employment.

11. In collaboration with the Commission of the European Communities, CEDEFOP could develop a system that provides for a continuous exchange of information concerning the vocational rehabilitation of the disabled.
    Not only should there be a constant flow of information on this subject, but in addition a permanent structure for regular meetings between the social partners should be created.
    Such a system should be established within the framework of global EC programmes and should take into account the responsibility borne by the Member States and the social partners.

12. Together with the EC Commission, CEDEFOP could play a supporting role in recurrent campaigns to provide information about integrating disabled persons into working life.

7. Final Remarks

Many questions about the integration of the disabled into working and social life that arise in connection with today's changing economic situation were addressed during the two days of the conference.
A number of possible answers to these questions were also discussed.

The integration of disabled people represents a tremendous challenge to all of us and demands new approaches, new solutions, and new methods. The exchange of experience and the discussions that took place during the conference made this very clear.

Therefore in the immediate future pointing out new approaches and solutions will have to receive high priority; however, the realization of such proposals requires a concrete policy that is actively pursued. Thus it should be hoped that the results of this conference can be translated into concrete actions. This is why CEDEFOP, in view of the tasks that have been assigned to it, should make this theme - the integration of the disabled - one of its special concerns.

ANNEXES

COLLOQUE EUROPEEN - EUROPEAN CONFERENCE - EUROPÄISCHES KOLLOQUIUM

"La formation, l'emploi et l'insertion des personnes handicapées"
"Training, employment and integration of the handicapped"
"Ausbildung, Beschäftigung und Eingliederung Behinderter"

19-20 juin/june/juni 1985

Liste des participants - List of participants - Teilnehmerliste

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Signification of abbreviations at the end of the list -
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Abreviations - Abbreviations - Abkürzung

RCR	Réseaux de Centres de réadaptation Network of Rehabilitation Centres Berbund von Rehabilitationszentren
PD	Projets de districts District projects Distrikt Projekt
E	Experts Experts Sachverständige
PSE	Partenaires Sociaux Employeurs Employers'Representatives Arbeitgebervertreter
PST	Partenaires Sociaux Travailleurs Employees' Representatives Arbeitnehmervertreter
OI	Organisations internationales International organizations Internationale Organisationen
GL	Groupe de liaison Liaison Group Verbindugsgruppe
OG	Organisationsgouvernementales Government organization Staatliche Organisationen
RI	Réhabilitation internationale International Rehabilitation Internationale Rheabilitation
	Commission Commission Kommission

Annex 2:

Membership of the Working Groups

- Working Group 1: Vocational Training and Paid Employment

  Chaired by: Mr. Armand Maron
  Report by: Mr. Pierre Olivier

  Mrs. Montalescot
  Mr. Jan Johnson
  Mrs. Claudia Zimmermann-Schwarz
  Mrs. Ketty Coletsou
  Mr. Giovanni Zanichelli
  Mr. Mathgen
  Mr. Fernand Speltz
  Mr. Bjerring Nielsen
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  Mr. Paddy Waring
  Mr. Chapel
  Mr. Hubert Morgan
  Mr. Angelo Nicoletti
  Mrs. Diedrich
  Mr. Dietrich Anders
  Mr. Augusto Rocchi
  Mr. Jorgen Schneider

- Working Group 2: Vocational Training and "Alternative" Forms of Employment

Chaired by: Dr. Vincenzo Romano
Report by: Professor Alberto Valentini

Mr. Gunter Brinkmann
Mr. Horst Etter
Mr. Gilberto Iaverone
Mrs. Anna Karamanou
Mr. Vincent Michel
Mr. Seyfried
Mr. Tim McGrath
Mr. Burkart Sellin
Mrs. De Lange
Mrs. Li McDerment
Mr. Alain Bates
Mrs. Monika Seifert

- Working Group 3: Placement and Employment

Chaired by: Mr. Maurice van Onsem
Report by: Professor Andre Storm

Mr. Henry Scicluna
Mr. Maurits Duyck
Mr. Patrick Daunt
Mr. Brown
Mr. Jean-Francois Charmeton
Mr. Oliver Lübke
Mr. Ian McDonald
Mr. Ralph Wilk
Mr. Ruben Betts

Annex 3 List of Documents Available During the Conference

UNITED NATIONS

- World Programme of action concerning disabled persons
  Decade 1983-1992
  Programme d'action mondial concernant les personnes handicapées
  Décennie 1983-1992

- Résolution 37/52

- Résolution 36/77

- United Nations Decade of Disabled Persons 1983-1992
  Information service - sept. 1983

PIERRE OLIVIER

- Analyse des besoins existants et des initiatives prises en ce qui concerne l'adaptation de la formation professionnelle des jeunes handicapés à la lumière de la situation actuelle de l'emploi.
  Rapport final - nov. 1984

HANDYNET

- Note d'informations

CONFERENCE INTERNATIONALE DU TRAVAIL

- Convention 159 (concernant la réadaptation professionnelle et l'emploi des personnes handicapées)

- Recommandation 168 (concernant la réadaptation professionnelle et l'emploi des personnes handicapées)

COMMISSION DES COMMUNAUTES EUROPEENNES (DG V)

- Communication and cooperation networks of the Bureau for action in favour of disabled people (Daunt - 4.09.1984)

- Bureau de l'action en faveur des handicapés - Note d'information

CONSEIL

- Résolution du 21.12.1981 concernant l'intégration sociale des hand capés

CONSEIL DE L'EUROPE

- Lexique et liste des principaux termes utilisés dans le domaine de la réadaptation des invalides - 1ère édition 1975

JOURNAL DU RESEAU COMMUNAUTAIRE DES CENTRES DE READAPTATION

- Decembre 1984

- Mars 1985

FONDS NATIONAL DE RECLASSEMENT SOCIAL DES HANDICAPES

- Guide de la formation professionnelle du handicapé

- L'emploi des handicapés

- La formation professionnelle des personnes handicapées (A. Maron)

CEDEFOP

- Die Berufsbildung der Behinderten in der Europäischen Gemeinschaft Band 1 und Band 2

- Institutions et organismes s'occupant de la formation professionnel et de l'insertion sociale des handicapés.

- La formation professionnelle et l'insertion sociale des handicapés dans les pays membres des Communautés européennes - Bibliographie sélective.

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CEDEFOP — European Centre for the Development of Vocational Training

European conference
'Training, employment and integration of disabled persons'
Jan Albers

CEDEFOP Document

Luxembourg: Office for Official Publications of the European Communities

1986 — 58 pp. — 21.0 x 29.7 cm

DE, EN, FR

ISBN 92-825-6319-7

Catalogue number: HX-46-86-363-EN-C

Price (excluding VAT) in Luxembourg

ECU 4 BFR 180 IRL 2.90 UKL 2.50 USD 4

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ISBN 92-825-6319-7